

## **CIVIL SERVICE COMMISSION MINUTES**

**JULY 1, 2026**

A regular meeting of the Civil Service Commission was held at 2:30 p.m., in person in room 402-A at the County Administration Center; 1600 Pacific Hwy.; and via Videoconference/Teleconference.

Present: P. Kay Coleman  
Sam McGovern  
Joe O. Montenegro  
Will Rodriguez-Kennedy (arrived late)

Absent: Laura Bassett

Comprising a quorum of the Commission

Support Staff Present:

Todd Adams, Executive Officer  
Morgan Foley, Commission Legal Advisor.

**Approved**  
**Civil Service Commission**  
**September 2, 2026**

**SAN DIEGO COUNTY CIVIL SERVICE COMMISSION  
REGULAR MEETING MINUTES  
JULY 1, 2026**

CLOSED SESSION: No Items for Discussion

2:30 p.m. OPEN SESSION: Attend in-person at the County Administration Center, 1600 Pacific Highway, 4<sup>th</sup> Floor, Room 402A, San Diego, California, or via videoconference/teleconference

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Notice pursuant to Government Code Section 54954.2.

**OPEN SESSION AGENDA  
ORDER OF BUSINESS**

**A. ROLL CALL**

**Present:** Coleman, McGovern, Montenegro, Rodriguez Kennedy (arrived late)

**Absent:** Bassett

**B. APPROVAL OF MINUTES:** Regular meeting of May 6, 2026.

**Motion by Commissioner Montenegro to approve the minutes of the regular meeting of May 6, 2026; seconded by Commissioner McGovern. Motion carried.**

**C. NON-AGENDA PUBLIC COMMENT**

None

**D. AGENDA ITEM DISCUSSION**

Two requests were received to pull agenda items 8 and 9.

**E. FORMATION OF CONSENT AGENDA**

Agenda items 8 and 9 have been pulled for discussion. Therefore, agenda items 1-7 and 10-14 formed the Consent Agenda.

**Motion by Commissioner McGovern to approve the Consent Agenda; seconded by Commissioner Montenegro. Motion passed with all in favor.**

**F. DISCUSSION ITEMS**

Items 8 and 9 are pulled for discussion.

**AGENDA ITEMS**

**CONFIRMATION OF ASSIGNMENTS**

1. Commissioner Rodriguez-Kennedy: Dyland Griffith, Esq., on behalf of **2026-020P**, former Deputy Probation Officer, appealing a Final Order of Removal and Charges from the Probation Department.
2. Commissioner Montenegro: Justin Prato, Esq., on behalf of **2026-021**, former Staff Nurse, appealing a Final Order of Removal and Charges from the Health and Human Services Agency.
3. Commissioner McGovern: David J. Lopez, Esq., on behalf of **2026-022P**, Deputy Sheriff-Detentions/Court Services, and Rico Dominguez, Esq., on behalf of **2026-023P**, Deputy Sheriff-Detentions/Court Services, appealing the Citizens' Law Enforcement Review Board's sustained finding.
4. Commissioner Bassett: David J. Lopez, Esq., on behalf of **2026-024P**, Deputy Sheriff-Detentions/Court Services, appealing the Citizens' Law Enforcement Review Board's sustained finding.
5. Commissioner Coleman: Christopher Morse, Esq., on behalf of **2026-025P** and **2026-026P**, Deputy Sheriffs, appealing the Citizens' Law Enforcement Review Board's sustained finding.
6. Commissioner Rodriguez-Kennedy: Greg Thedell, Senior Advocacy Center Organizer, SEIU Local 221, on behalf of **2026-027**, former Residential Care Worker II, appealing a Final Order of Removal and Charges from the Health and Human Services Agency.
7. Commissioner Montenegro: **2026-028**, former Community Service Officer, requesting reinstatement to their former position at the Sheriff's Office.

**Items 1-7 Approved on Consent.**

**REQUEST TO SEAL PERFORMANCE APPRAISAL**

8. **2026-029**, former Procurement Contracting Officer, Department of Purchasing and Contracting, requesting the sealing of performance appraisal covering the period June 7, 2023, to June 6,

2024, and another appraisal covering the period June 7, 2024, to June 6, 2025.

The recommendation by the Commission is to deny the sealing of 2026-029's performance appraisal. The employee was called to speak on this item; however, they did not attend. The department chose not to speak on item #8, as the employee was not present. Commissioner Coleman called for a motion regarding staff's recommendation to deny request.

**Commissioner Montenegro motioned to approve staff's recommendation; seconded by Commissioner McGovern. Motion passed with all in favor.**

## **SELECTION PROCESS**

### **Appeals**

9. **2026-030**, Candidate, appealing his non-selection for the classification of Account Clerk in the Health and Human Services Agency.

RECOMMENDATION: Deny request for a selection process hearing

Appellant 2026-030 read his statement to the Commission with regards to his Selection Process Appeal. He stated that there was a complete lack of transparency within the department. He requested a hearing before this Commission to review the department's information regarding the department's use of reference checks and their decision to rescind his employment offer.

Gina Conrad, Human Resources Manager, Health and Human Services Agency, addressed the Commission. Ms. Conrad provided her statement to the Commission regarding the department's stance on rescinding their offer of employment.

Ms. Conrad stated that there are several steps to the background check, i.e. fingerprint scanning, background check, and references; and based on this information the appellant's conditional offer of employment was rescinded.

Commissioner Rodriguez-Kennedy requested additional clarification from the department. He stated that the information given regarding the denial is not apparent.

Heather Murray, Principal Deputy County Counsel, who is advising the department on this issue; stated that she has advised the department not to go in-depth on this issue in a public meeting.

Commissioner Coleman stated that she has concerns regarding the hiring process and the wording of the conditional offer of employment letter. She stated that the statements in the letter of: "before your first day" and "review your benefits summary" and "We look forward to welcoming you to the County team". These statements are misleading and would have a candidate believe they had an official job offer. Commissioner Coleman recommended that the department review their conditional offer letter and make appropriate changes.

Commissioner McGovern asked if the County collects references on hiring individuals from individuals they have not placed on the reference sheet. It was stated that "yes" this is sometimes done by the hiring department.

Gina Conrad stated that this individual was given a conditional offer of employment at a hiring hall; which means it goes a little faster than the normal hiring process, as the fingerprint scanning and medical screening is all done at the site, but as stated above, issues arose which necessitated the conditional offer to be rescinded.

**Commissioner Rodriguez-Kennedy motioned to deny staff's recommendation to deny the appeal. Commissioner McGovern seconded the motion. Motion was approved to grant the appellant an appeal of their selection process. All in favor.**

## **Findings**

10. **2026-031**, Applicant, appealing the Department of Human Resources' removal of their name from the employment lists for Deputy Sheriff and Deputy Sheriff Cadet-Detentions/Court Services.

11. **2026-032**, Applicant, appealing the Department of Human Resources' removal of their name from the employment list for Lateral Deputy Sheriff - Detentions/Court Services.

RECOMMENDATION: Ratify. Appellants have been successful in the appellate process provided by Civil Service Rule 4.2.2 and their names have been returned to the employment lists.

**Item Nos. 10 and 11 Ratified on Consent.**

#### **EXTENSION OF TEMPORARY APPOINTMENTS**

12. Health and Human Services Agency

2 Administrative Analyst Is: **2026-033** and **2026-034**

RECOMMENDATION: Ratify

**Ratified on Consent.**

#### **INFORMATION**

13. **2025-035**, former Detentions Processing Technician, withdrawing appeal of an Order of Termination and Charges from the Sheriff's Office. (Commissioner Coleman)

14. David J. Lopez, Esq., on behalf of **2026-005P**, Deputy Sheriff, withdrawing appeal of the Citizens' Law Enforcement Review Board's sustained finding. (Commissioner Coleman)

**Item No. 13 and 14 Approved on Consent.**

ADJOURNED: 2:57 p.m.

**ASSISTANCE FOR THE DISABLED:** Agendas and records are available in alternative formats upon request. Contact the Civil Service Commission office at (619)531-5751 with questions or to request a disability-related accommodation. Individuals requiring sign language interpreters should contact the Americans with Disabilities Coordinator at (619)531-4908. To the extent reasonably possible, requests for accommodation or assistance should be submitted at least 24 hours in advance of the meeting so that arrangements may be made. An area in the front of the room is designated for individuals requiring the use of wheelchair or other accessible devices.